

Record year for hiring females

During the past 12 months, ODOT has hired and promoted a record number of female employees.

"For a department that has been traditionally male-dominated, and in light of a static, no-growth situation, this is especially encouraging," said Bob Whipps, head of the Organization and Manpower Services Branch.

"We've talked about affirmative action long enough. Now we have tangible results."

From September 1977 to 1978, ODOT hired 49 and promoted 85 women at salary range 12 (\$699-\$881) and above. Personnel Manager Carl Hobson "Can't remember a better year than this one, for promoting women into the higher levels."

Hiring and promoting more women in ODOT has been a general policy during the past few years. But a big push began in September, 1977.

The department, in seeking a Public

Works Program Grant of about \$2 million from the Economic Development Administration (EDA), committed itself to: 1) Increasing its female work force by 25 percent during the next 10 years, and 2) Developing a specific plan to implement an upward mobility program for females.

"At the end of our first year, we are ahead of schedule," Whipps said.

Highway, Parks females increase

ODOT was able to hire more females at the higher pay and professional levels, according to Hobson, because more women are being graduated from engineering schools. "Also, women are becoming more knowledgeable, and are getting on promotion lists," he said.

For the first time, two civil engineering technology graduates were hired. Six females were promoted into engineering technician 1 jobs, and "many promotions occurred at higher levels," he said.

Six females were added to the maintenance force and four were hired as park rangers. There were 14 promotions out of the secretary/clerical ranks.

"Getting more women is also the result of stronger local recruitment," Hobson added. "For instance, most of our Highway Division promotions into engineering jobs were in Roseburg."

DMV promotions during the year totaled 70. Thirty-eight of those were See NEXT, page two.



Carol Laizure is one of the many female employees promoted during the first year of an Economic Development Administration program designed to increase ODOT's female work force. (Story, above) Laizure, in her fourth year in the Highway Division, is a highway maintenance worker 2. Above, she is mowing grass at the Baldock Rest Area near Wilsonville.

Congress passes Surface Act; ODOT benefits cited

The 1978 federal Surface Transportation Act was passed by the House and Senate last month, on the final day of Congress.

Now it faces the last hurdle: The President's signature. Carter has 10 days to either sign or veto the bill.

The bill, labeled a "compromise" between the original House and Senate versions, represents two years of work and "much of our own involvement," according to ODOT Director Bob Burco. "Several key programs we worked for made it to the final bill."

They include: operating assistance for small urban and rural transit systems, funding for intercity bus terminals, the earmarking of funds to replace the Center Street Bridge in Salem, and increased funding for primary and secondary highways.

"The operating assistance program for buses will lend a permanency to current transit programs," said Bill Hayden of the Program and Policy Development Branch. Hayden has been Burco's chief advisor on pending federal legislation since the House and Senate versions were first drafted.

Currently, federal funds only help launch rural transit projects as "demonstration" programs. "Operating

assistance will help keep them going," he said. "The bill will also increase state control over fund allocation."

Funding for intercity bus terminals "directly affects the proposed Portland Transportation Center," Hayden said, noting that it stands a good chance of being financed under the bill.

The \$25 million Center Street Bridge, planned in Salem, is expected to receive \$20 million under a new funding category for big bridges.

"On top of that, the bridge replacement program was increased from \$180 to \$900 million for the years 1978-79," Hayden noted. "Our share will jump from \$1.5 last year to about \$5.6 million."

Funding for Oregon's primary highway system increased from \$17.7 to \$21.8 million (a 24 percent increase).

Generally, the bill extended most existing federal-aid for highway and transit programs for four more years.

Some specific provisions include:

Extends Highway Trust Fund for five more years.

Mandates that 20 percent of primary and secondary Highway Funds be used for rehabilitation (Oregon currently commits 35 percent).

Allows greater flexibility in

See SURFACE, page two.

Streun to review ODOT goals

Donald W. Streun, assistant director for administration, has been detached from his regular duties, and will work on special assignment for the Transportation Commission until the end of this biennium.

Streun had planned to resign from ODOT at the end of this year to develop

some property he owns on the coast, but the commission persuaded him to stay on until June 30, 1979.

His assignment, which began Oct. 1, will include assisting the commission in reviewing ODOT goals and manpower plans, studying program controls, and communications between the

department and the commission, Streun said.

"I feel it's appropriate that a governing body like the commission check its perceptions occasionally," Streun said. "It will be my job to assist the commission in setting goals and directions for the department."

Russ Graham, manager of organizational analysis and planning, has been assigned to assist Streun with the studies.

In addition to interviewing key ODOT personnel, Streun and Graham will look at other states where a citizen board or commission sets policy for a department of transportation.

Streun said he will be "writing short reports and giving briefings" to the commission "as we go along," rather than presenting one large report at the end of the assignment.

Streun's supervisory responsibilities

See STREUN, page two

I-82 location debate ends

The long debated question of where to locate I-82, the link between I-80N, near Hermiston, and I-82 in southeastern Washington, has been settled. The Transportation Commission approved Route "J" at its Oct. 24 meeting in Salem.

The commission had previously approved Route "J" in December, 1973, but recent requests from Eastern Oregon residents had caused them to take another look at two additional

corridors, "C" and "C-Alternate."

Route "J" is the shortest and least expensive of the three. Estimated at \$84 million, it is 10.5 miles long. It runs from a junction with I-80N, about two miles east of Stanfield Junction, proceeds northwest by the communities of Stanfield and Hermiston, passing them to the east. It will then cross the Columbia River.

Construction date for the freeway has not been determined.

Inside

DMV gets approval, 10-1 from the Legislative Emergency Board for an improved service package calling for more employees, new and relocated field offices. Details on page 4.

The Parks Branch enters a new era of financial independence. And with it, comes some growing pains. VIA interviews Parks Administrator Dave Talbot on the subject, page 3.

New executive assistant to Bob Burco named, page 5.

What editors are saying about Measure 3, the vehicle registration increase, page 7.

New course for maintenance force on hazardous materials to begin, page 7.

Director's corner

BOB BURCO



accident, and reflects a substantial amount of work by this office, by the Motor Vehicles Division, and by members of the Oregon Transportation Commission and the governor working together.

Key provisions in bill

On another front, the U.S. Congress has recently sent the President the 1978 Surface Transportation Act. Contained in this congressional act are several key provisions which we have been working on for nearly two years. The earmarking of funds for the Center Street Bridge in Salem, the development of funding categories for intercity bus terminals and small community and rural transit systems, as well as increased funding for primary and secondary highway systems, are all issues which this department has addressed since early 1977 when the 95th Congress first convened.

Our programs affected

While the results of this kind of legislative activity don't always show up immediately, they have very substantial impacts on the size and scope of the programs within our department. Already, we have shaped, with the concurrence of the Transportation Commission, our legislative program for 1979 and will be presenting it, together with our budgets, to our own Legislature in early January.

We have been supported by many friends in the Oregon Congressional Delegation who work effectively on a variety of programs in the Federal Congress. Also, we have been well served by conscientious representatives in our own Legislature who are willing to listen to the needs of the department. It's unfortunate that our legislative successes, which resulted in three highway finance bills during the 1977 Legislature, were not supported by the public in their own votes on referral of the two-cent gas tax. There is only a modest chance this tendency will be reversed in Ballot Measure 3 vote.

We're looking at ways to communicate as effectively with the general public as we have with their legislative representatives in Salem and Washington, D.C.

Information displays will be placed soon in our DMV field offices, as one way to improve communications.

Library hours to be limited

Library hours and services are being reduced this month, reports ODOT Librarian Faith Steffen.

A warm feeling

To the Editor:

After your nice note and all the publicity about the Crash Injury Management Program, I felt it was time to drop a line to other employees and supervisors.

First, thanks for caring. All those long months of training were well worth it, just to know I was able to help somebody. As you have said, we are usually the first on a scene, before the police, fire dept., or other agencies. And the public expects us, the Highway personnel, to handle it. Since coming to work, I have had to use every form of training from CPR to bandaging a small cut.

It's easy to just pass on by and not get involved. But put yourself in the family's place -- how would you feel if someone in an accident was a member of your family?

So why not go out of your way and get some training and stand out among your fellow workers? Maybe you'll be the next person getting the "roses" in VIA.

Support Crash Injury Management or any other emergency medical training, and enjoy the honor and pride of your family, employees and supervisors, and the warm feeling you get when you help someone.

Michael P. Saunders
HMW 1/EMT II
Woodburn

Several very exciting developments have materialized during October from our extensive work with legislative bodies at both the State and Federal level.

The Emergency Board of the Oregon Legislature approved our request for substantial improvements to the Motor Vehicles Division by a 10-1 vote. This was considered by many to be a highly unusual success given the current political climate which emphasizes reduced government spending and service.

However, what it amounts to, is much-needed improvement in a specific set of services largely paid for by an increase in user fees. This vote was no

Manual helps air planners solve growing problems

The problems of land use conflicts around Oregon airports are dealt with in a new manual, Airport Compatibility Planning, published by the Aeronautics Division.

The manual recommends guidelines for land use planning and zoning around airports.

Ray Costello, planner for the division, says that many airports are suffering from urban growth around airports. He refers to it as "squeeze play" between airports and communities.

Airports originally located on the outskirts of cities are gradually being

surrounded by urban developments, he explains. "There is a critical need for better planning. In fact, it's way past due."

"Aviation is one of the fastest growing industries in the world, but few, if any, new airports are being built, he adds, explaining another reason for increased airport planning.

Oregon is the first state to produce an airport manual "of this magnitude," Costello says. "Already local officials have indicated they are using it in preparing their comprehensive plans. Other states have also expressed interest in it."

Next Step: Upward mobility

cont. from page one.

by females at motor vehicle representative slots or above, according to Doris Miller, DMV personnel officer. Of the 38 persons hired through open competition at or above MVR status, 18 were female.

"Thirty percent of our field staff are women," she said, "and 15 are at office manager levels or above. License examiners used to be all men. Sixteen of the women promoted in the Field Licensing Branch were to an MVR 2 or 3, the examiner level."

Tougher goals ahead

The EDA program's first year could be considered easy, compared to the next nine years.

"The tough part is coming up," Whipps said. "The future will require more formal, direct attention as it gets more difficult to provide growing opportunities in a shrinking, or static, organization."

Whipps plans to concentrate on the program's second objective: upward mobility.

Encouraging upward mobility is an organizational problem, not an administrative one, according to Whipps. "Getting down the line, out into the field with information and programs designed to get supervisors in touch with hiring women will be essential."

New affirmative action officer

The Affirmative Action Section will be helping ODOT supervisors with upward mobility programs.

The office has undergone some

changes. Andre Kimboko replaces Marsha Ryan as affirmative action officer. Ryan is now working on community involvement programs at the DMV.

Kimboko has been a transportation planner with ODOT since 1974. He has a Ph.D in urban studies from Portland



Andre Kimboko, new affirmative action officer.

State University and teaches urban transportation planning and black studies part-time at PSU. He was a member of the Multnomah Affirmative Action Committee in 1973.

He will continue workshops in affirmative action procedures for supervisors as well as continue designing upward mobility programs under the EDA program guidelines.

Her assistant, Ann Schmidt was promoted recently, but because of a reduced budget, the position won't be replaced.

New hours are from 8 to 11 a.m. and from 2 to 5 p.m. When Mrs. Steffen is on vacation, or ill, the library will be closed until she returns.

"We are reducing some services, and possibly will eliminate others. It's too early to know to what extent," she said. "I am stressing that all requests from the library be strictly job related."

Surface Act

cont. from page one.

transferring funds among primary, secondary and urban highway categories.

Establishes Sept. 30, 1986 as the date the remainder of all interstate projects must be under contract.

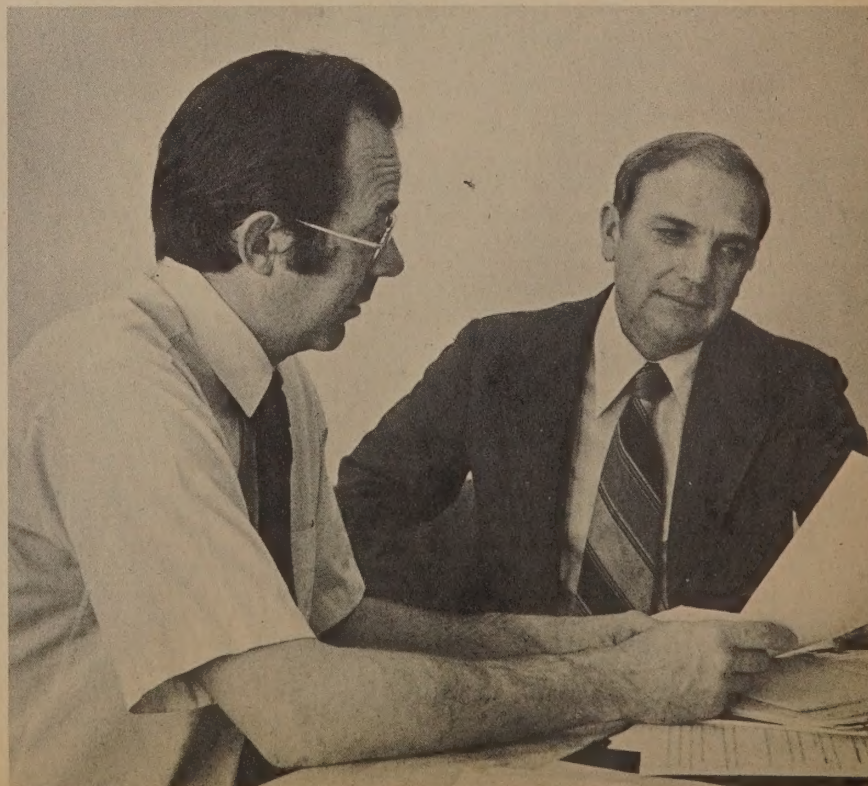
Changes the federal-state matching ratio on the noninterstate highway categories, increasing the federal share by five percent.

Emphasizes 55 mph speed limit enforcement by giving certain funding incentives for strong enforcement programs.

Don Streun

cont. from page one.

have been reassigned. Merle Whiteman, manager of ODOT financial services, will report to Director Bob Burco. Bob Whipps, manager of organization and manpower services, will supervise General Services and Information Systems.



Russ Graham, left, will work with Don Streun in reviewing ODOT goals, manpower plans and other directions for the department.

VIA: Dave, first can you describe Park's financial picture and how that led into an emphasis on making Parks more self-sufficient?

TALBOT: In the beginning, we were just out protecting scenery and resources, so we bought a lot of property. Sam Boardman begged, borrowed, and got a lot of property as gifts.

Then there was pressure to let people camp, but Sam would have none of it. When he left in the early 50s, it was decided to convert a few picnic areas into campgrounds, since people wanted to stay overnight. The idea then was to charge them a small camping fee to cover the cost of the operation.

The other side of the income story involves more services: Crown Point was a monument and view point with public rest rooms. Somebody said, "I'll sell candy bars and post cards and clean the rest rooms for you." Then at Depoe Bay they built a public rest room and turned over some adjoining space to a private concessionaire to sell souvenirs and trinkets. So the concessionaire idea has been part of our operation for a long time.

VIA: To what degree?

TALBOT: Well, there have always been a lot of ideas. Somebody said, "There is a tremendous market for paddle wheel boats at Coffinberry Lake." We didn't like the idea. Then came the guy with the idea for ponies at Silver Falls, or a three-wheel bike going through Fort Stevens selling ice cream, eggs and butter. "I'll make a fortune," somebody had said, "and give you part of it." We said no.

VIA: What was your general policy, then?

TALBOT: We wouldn't allow people to do their business in a state park, except in those cases where nearby private businesses couldn't do it. For example, when we built Cove Palisades, there were no private lands along the border of the lake to meet what we knew was going to be a tremendous demand for boat rentals, worms and cold pop.

VIA: So how did you handle a situation like that?

TALBOT: The question is, do you let the guy come in and build his little marina, or do you do it yourself? We put state park funds into the facility and then we short-term lease it, as compared to the national park service letting a company come in and build a huge lodge. Then, they've got to give him a 50-year lease. The problem is, in the last 20 years, the guy may be taking his money out and not putting it back in, because he doesn't know if he's going to get his lease renewed.

VIA: So letting private money get involved like that is a bad policy?

TALBOT: Yes, letting some guy put a lot of private money in a public park is usually a bad public policy, and we've been successful in fending it off for the past 15 years I've been here.

VIA: Dave, you're being "pushed out," in a sense, from the Highway Fund, so what's the next chapter in the concession, or self-supporting idea?

TALBOT: The next chapter is a different story. Before, we didn't have debates in the Legislature, or in public about some of those ideas; but as the Highway Fund dried up, we had to. The decision was made that we'd better start seeing if we could get some General Funds.

VIA: Describe your first experience last session in asking the Legislature for General Fund support.

TALBOT: Well, we just got the heck kicked out of us. Ways and Means really put the screws to us. They talked not only about ways of cutting back, and what we could do to save money, but also about how we could generate revenue.

VIA: What direction did they give you?

TALBOT: They asked things like, why don't you have a day user fee? Can't you cut more trees in your parks? What about a surcharge? One after another. They just kept banging on us. We were already talking internally about looking for opportunities to have a

Parks: Swimming in the main current of the financial world

In early October, Willamette Week, a Portland newspaper, featured a front page investigation detailing formation of a private corporation with plans to lease and develop major State Parks into "recreational vehicle resorts, complete with miniature golf courses, convenience stores, man-made lakes and swimming pools."

The article quoted State Parks Superintendent Dave Talbot as "having some reservations about King of the Road's (name of the new group) proposal in particular, and leasing of State Parks in general."

"We're not about to commercialize the State Parks," the article quotes

Talbot. "We've invested too many millions of dollars and too much bloodletting over the years to do that."

King of the Road's proposal aside, State Parks faces a future increasingly removed from the organizational and financial resources of the State Highway Division. Where's the money going to come from to expand and maintain Oregon's outstanding park system? Is more general funding the answer? More user fees? Long-term leases?

In this interview, Talbot reviews past history and projects, future problems and opportunities, as he discusses the changing directions now underway in State Parks.



Dave Talbot: Heading for troubled waters?

concessionaire run a small campground. We couldn't see why it wasn't worth looking in to.

VIA: You're talking about the "mom and pop" idea?

TALBOT: Exactly. Something to provide a basic service: cleaning rest rooms, picking up, nothing that requires two or three college degrees. We'd still be on the ground, doing major maintenance and supervision, anyway.

It's not as though you've walking off and giving it to somebody. That's the position we're in right now. The idea of looking at new ways to do business is not limited to campgrounds. On the McKenzie River, we manage a series of small wayside parks, and we're now contracting with some people to collect and empty the garbage and mow lawns. It's less expensive, and it's in the

public's interest.

VIA: You're talking about some offsets, some efficiencies now. Are you looking for more than that to generate bigger money?

TALBOT: No, we're not looking to make a lot of money. I remember a park users poll we took. We asked, as the squeeze comes on, would you rather increase fees or reduce services? The general answer was, increase fees.

VIA: How do Oregon's user fees compare with other states?

TALBOT: Oregon is high, because of the recreation vehicle registration fee. It generates a lot of money. I think between that, and our user fees, we generate well over 50 percent of our money from users. And in the park business, that's very high.

VIA: The media has made a big deal

out of the park leasing issue -- King of the Road spending a lot of money, as if they were banking on the project. Tell us how that proposal got started.

TALBOT: It really starts with the other things I've been talking about. Washington State Parks were looking at this sort of thing, too. So when I heard that some folks from Washington were talking with our people, it didn't surprise me. I didn't pay that much attention to it.

VIA: What about the Willamette Week article. It detailed so many plans, almost as if the deal were really solid.

TALBOT: I think it's misleading. I think it gives readers a lot of opportunity to say, "Wow, that's a lot of money, there must be something happening."

VIA: Is it a lot of money?

TALBOT: Beats the heck out of me. I don't know how much King of the Road really spent, but they obviously went to a lot of work.

VIA: The story seemed very clear about not offering a solid footing, judging from your comments, about the idea of leasing.

TALBOT: That's true. It really is. It's been clear all along that this is far beyond anything we've ever thought about.

VIA: There seems to be a built in feeling that the public reaction to this will be, or has been, negative.

TALBOT: Yes.

VIA: But juxtapose that against the feeling nationally that private enterprise can run things better and more efficiently than government. Why on this issue would you feel that sentiment would be negative?

TALBOT: It's the attitude of Oregonians in general. It's *their* parks system. When they think of a state park, they think of more than just a campground. They don't want to see that eroded.

VIA: The whole situation could be boiled down to this: Parks need more money. Looking at the next legislative session, how will this issue of leasing parks affect your position?

TALBOT: On the positive side, it will arouse concern with the park users out there. Now, we need to capitalize on that, and find out who they are, and somehow keep them informed so they can participate in solving some of these problems. That's really an important thing, building up our constituency.

VIA: Do you anticipate the Legislature pushing you into a bigger leasing type of operation?

TALBOT: No, I think the Legislature is very reflective of the public, and I don't think the public wants to do that. There'll be some, of course, who will think it's a good idea, but not the majority.

VIA: What about legislation on the subject?

TALBOT: It wouldn't surprise me to see a bill introduced that says under no circumstances could the state ever lease to the Kind of the Road, or anybody else.

VIA: Dave, this is a 'what if' question: If Parks decides not to increase its concessionaire operation, not to offer long-term leases, and given the fact that state general funds and highway dollars are declining -- where will Parks get its money to meet the growing demands of the public?

TALBOT: Wonderful question. In a word -- cut services. The other end is too scary.

VIA: Talk about that other end.

TALBOT: Well, go out and get more money from the users. I sense that that is going to be tough. With the prospect of a camping rate increase coming next year, I think our fees will be about as high as they can go.

VIA: (Laughing) Do you every feel like you're between a rock and a hard spot?

TALBOT: You know, I honestly feel that we've had it good for such a long time that it's probably just natural that we've finally found ourselves out swimming in the main current of the financial world. It was inevitable. We were spared that for a while.

"It's been clear all along that leasing is beyond anything we've ever thought about."

Board okays DMV improvements

The Legislative Emergency Board has approved the \$571,760 Motor Vehicles Division request to open seven new field offices and relocate five others, and add 35 employees to help reduce waiting lines and speed other DMV services.

DMV's request was one of the few to win board approval at the October

meeting. It passed with one dissenting vote.

Although permission to spend the money is authorized, it will be next year before new or relocated offices are opened.

Sites have to be found and contracts signed by the Department of General

Services, the state's landlord, according to Harvey Ward, DMV deputy administrator, who also heads the field licensing branch.

The first result of the emergency board action will be to hire 14 employees in DMV headquarters to speed up the processing of documents.

These jobs are expected to be filled during November.

Thirteen new field office workers will be hired in December and assigned to offices which have had the longest lines, Ward says. Portland-area offices will get a major share of the positions.

The seven new offices approved in the plan will not be open until next year. The schedule calls for opening offices in Cedar Hills, Sandy and Stayton in January. Sandy and Stayton offices will take some pressure off Gresham and Salem offices.

Florence and Lincoln City offices are scheduled to open in February, and Madras and Heppner are to be open by early spring.

DMV offices in Bend, East Eugene, Grants Pass, Medford and McMinnville are to be in new locations by March, Ward says.

Five other offices -- Albany, Astoria, Burns, The Dalles and Tillamook -- are scheduled to be remodeled to make more efficient use of existing space.

Finding appropriate locations for DMV offices takes time. Sites must be easily accessible and provide traffic patterns where driving tests can be given. Off-street motorcycle testing space also is needed. Some facilities shared with State Police must also be conveniently located for easy access to highways.

Because of a recent fee increase authorized in an attorney general's opinion, DMV estimates the improvements in offices and staff can be financed while still providing an additional \$1.6 million to the Highway Fund this biennium.

In the 1979-81 biennium, Highway Fund revenue from these added fees will top \$6 million.

"While the new resources and personnel will greatly help ease the impacts of growing demands on the DMV, continuing efforts to improve the effectiveness of the staff already trained, motivated and on-board go hand in hand with these new opportunities," Director Bob Burco said.

"Future increases in workload will have to be accommodated more by adapting new technologies to the Division's needs than by adding staff and offices," he added.

Way Back When ...



Highway crews in the 1920s were literally "on the road" for weeks at a time, camping overnight near the job site. Above, workers on Roy Nunn's crew are camped at Fort

Klamath Junction in 1925. Normally, the men take care of themselves. But here, two of the wives joined the party and helped prepare the meal cooked over an open fire.

Employees receive promotions

The following employees were promoted last month.

CONGRATULATIONS!

Donald T. Bieker, METRO, highway engineer 1 to 2, Portland.

Barbara Billings, ADMIN, clerical assistant to specialist, Salem.

Tamie Bryan, ADMIN, conservation aide to clerical assistant, Salem.

Melvin Holmes, ADMIN, HE 1 to HE 2, Salem.

Jeannette M. Gue, PARKS, ranger 1 to park historian, Salem.

Jean Claude Hook, HWY, HMW 2 to 4, Coquille.

John G. Kadaja, PARKS, park manager 2, Champoeg, to manager 3, Detroit Lake.

John Levenhagen, HWY, HMW 2 to 3, Eugene.

Jack H. Sills, TECH SERV, HE 2 to 3, Salem.

Richard T. Sjolander, TECH SERV, HE 1 to 2, Salem.

Sung M. Sung, METRO, EA to ET 1, Portland.

Jerry B. Tausend, HWY, HMW 2 to electrician, Salem.

Verl D. Tunison, AERO, HMS 2 in HWY, to HMS 3, Aeronautics, Salem.

Donna Wied, PARKS, clerical specialist, Salem, to planning representative, Bend.

Earl F. Wilson, ADMIN, software specialist to system specialist, Salem.

Wayne W. Wolf, HWY, HMW 2 to 3, Eugene.

DMV PROMOTIONS

Connie Versteeg, clerical assistant to specialist, Salem.

Lucille Brown, CA to CS, Salem.

Carolyn Sharon, CA to CS, Salem.

Kathy Page, CS, Salem, to motor vehicle rep. 1, West Portland.

Ken Smith, MVR 1, Astoria, to MVR 2, Florence.

Emil Tokstad, office manager 3, Gladstone, to program executive 1, East Portland.

Lynda Barrett, CA to CS, Salem.

Cheryl Howard, CA to CS, Salem.

Jeanine Simpson, CA, Salem, to MVR 1, Tualatin.

Joyce Yates, CA to CS, Salem.

Margyth Shaffer, CA to CS, Salem.

Sharon Simmons, CA to CS, Salem.



Earl Wilson



Donna Weid



Jeanine Simpson

David L. Campbell, HWY, maintenance worker 2 to 3, Cascade Locks.

Linda J. Carter, HWY, engineering aide to technician 1, Hermiston.

Roy L. Clark, HWY, HMW 3 to 4, Albany.

Alan J. Cook, PARKS, public recreation technician 1, Tillamook, to PRT 2, Salem.

Guy Cornforth, ADMIN, ET 3 to HE 2, Project Management, Salem.

Michael L. Curry, HWY, HMW 2 to 3, Eugene.

Richard J. Davis, HWY, HMW 2 to 3, Eugene.

Dana R. Delaney, METRO, ET 1 to HE 1, Portland.

James M. Duncan, HWY, highway maintenance supervisor 2, Pendleton, to HMS 3, Grants Pass.

James M. Findt, HWY, HMW 3 to 4, Eugene.

Dan L. Gibson, HWY, HMW 2 to 3, Milwaukie.

Gene W. McBee, HWY, ET 1 to HE 1, Roseburg.

Harlan L. Naegeli, HWY, ET 1 to HE 1, Salem.

Ivan L. Raines, HWY, heavy equipment mechanic 1 to 2, Bend.

Arthur H. Redmond, METRO, EA to ET 1, Portland.

Robert Shuman, HWY, HMW 3 to HMS 1, Heppner.

TIC 'pays off' ODOT early

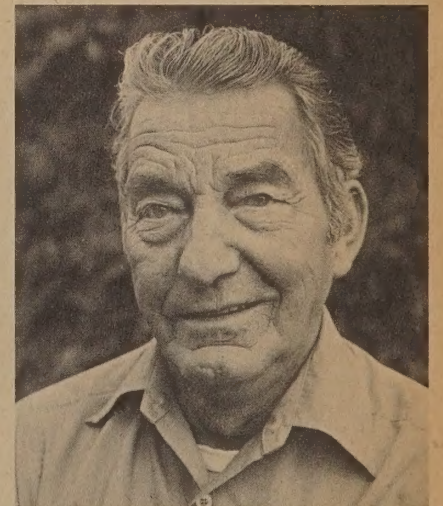
The Travel Information Council (TIC) presented a check for \$32,160.32 to the Transportation Commission at its Oct. 24 meeting with special pride.

"We're excited because now we're totally self-supporting, and that's something for a small agency," said Blake Eklund, TIC administrator.

The council borrowed about \$66,000 from ODOT in 1973 to launch the

travel information (logo) program and has been paying it off gradually from the revenue collected from the sale of logo board space to businesses.

"There are eight similar logo programs in the country, but Oregon's is the best because it's run by an independent council and gets excellent cooperation from the Highway Division," Eklund said.



Paul Wollenburg
31 years

Fall retirees:

Four retirements were announced last month:

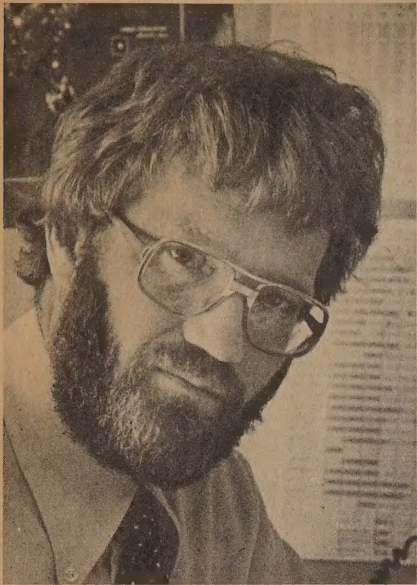
John L. Schunk, North Bend, highway maintenance worker 2; 11 years. Retired Sept. 29.

Paul E. Wollenburg, Portland, highway maintenance supervisor 1; 31 years. Retired Oct. 1.

Thomas J. McGuire, Warrenton, park manager 1; 32.5 years. Retired Oct. 1.

Paul Q. Fisher, Coos Bay, highway maintenance worker 2; 6.5 years. Retired Nov. 1.

One of five picked



Loyd Henion

Henion chosen to study national user fee system

An ODOT economist has been selected as one of five persons in the country to investigate possible changes in the way highway users pay for their federal-aid highways.

Loyd Henion, economic supervisor, will be part of a National Academy of Sciences team formed to help the Congressional Budget Office study whether a more equitable user fee system should be designed.

Henion says Oregon was asked to participate "because of the excellent reputation it has in the area of cost responsibility studies and especially because it is one of the few states that has implemented the findings of those studies."

Cost allocation studies determine

which classes of vehicles are responsible for various construction and maintenance costs. Ideally, fees and taxes are assessed to each class of vehicles in proportion to the costs of construction and maintenance needed by each.

Trucks pay more

In Oregon, the general rule is that commercial trucks and buses are responsible for about one-third of all road costs, and, therefore, commercial vehicles are assessed about one-third of all state road taxes.

Henion feels that the percentage allocated to commercial trucks may be higher on the federal-aid system because that is where most commercial tonnage is concentrated.

Federal user fees, including the four cent gas tax, excise taxes on parts and components, and truck registration fees, reflect that higher truck-to-auto ratio.

The committee held its first meeting in early October. Henion will be back in Washington, D.C. for the second meeting on Nov. 20 and 21.

The committee's recommendations will be forwarded to the U.S. Department of Transportation where a three-year study project will be conducted.

Other committee members are from the American Automobile Association, American Trucking Association, Highway Users Federation and the Florida DOT.



Vickie Gates

Gates is named exec. assistant

Vickie Gates, Public Transit Division program manager, has been selected as Director Bob Burco's new executive assistant.

Gates, 33, replaces Jim Hunter, who recently took over as head of the DMV's Driver and Vehicle Safety Branch. The former branch manager, Bernard Hawes, now works for the Salem school district.

Gates is currently splitting her time between Public Transit and Director's Office duties. A graduate of North Carolina University, she received her master's degree in public administration from the University of Pittsburg.

She and her husband, Bruce Gates, live in Salem.

Employees challenged to work 1 million injury-free hours

The State Accident Insurance Fund (SAIF) is challenging the Highway Division: Can its employees work without a disabling injury accident from now until Christmas?

State Highway Engineer Scott Coulter has accepted the challenge. "I ask all employees to help meet this goal of over a million man-hours without a time-loss injury," he said.

He suggests that supervisors meet

with their employees to talk about the goal. Regional safety officers and the Employee Safety and Health Unit will offer help in the project, he said.

Coulter labels the effort "Holiday Safety Watch."

"Let's watch it grow in magnitude to the greatest safety movement this agency has ever seen," he added.

Parks Branch employees are also accepting the challenge.

Crews get SAIF awards

The following crews were awarded for attaining man-hours without time-loss injuries:

Engineering Crew 080-66, Medford, supervised by William H. Maude; 201,533 man-hours.

District Maintenance Crew 141-05, Moro, supervised by Paul Blackburne; 150,000 man-hours.

District Maintenance Crew 123-04, Santiam Junction, supervised by Jack Wills; 150,000 man-hours.

Engineering Crew 080-21, The Dalles, supervised by W. R. Merritt; 150,000 man-hours.

District Maintenance Crew 131-04, Oakridge, supervised by Roland Roberts; 100,088 man-hours.

District Maintenance Crew 141-02, Arlington, supervised by Roy Martin; 50,000 man-hours.

Astoria Drawbridge Crew 121-90, supervised by Roy Swanson; 52,051 man-hours.

Astoria Toll Bridge Crew 121-91, supervised by Roy Swanson; 154,703 man-hours.

Parks Crew 410-04, Detroit Lake, supervised by John Kadaja; 53,804 man-hours.

Parks Crew 420-09, Fort Stevens, supervised by Don Pizer; 73,799 man-hours.

Parks Crew 430-02, Cape Blanco, supervised by Dudley Rankin; 54,668 man-hours.

Parks Crew 450-03, Wallowa Lake, supervised by Richard Pierce; 100,521 man-hours.

Road reports begin

Road condition reports for motorists in Eugene, Klamath Falls, Medford, Portland and Salem will again be available starting Nov. 1, through the cooperation of the Highway Division and State Police. For information, phone: Eugene (686-7900); Klamath Falls (883-2275); Medford (776-6200); Portland (238-8400); and Salem (378-6532).

Property unit has 'landlord' job

Editor's note: The following is part of a series describing the different sections and units of ODOT.

The department is a big landlord. It owns and leases farm and grazing land, houses, apartments and factories.

Helping keep track of almost 400

houses, 10 apartment buildings and a dozen office and industrial buildings, plus an estimated 20,000 acres of land is the Property Management Unit of the Right of Way Section.

Unit Supervisor Neil Flanagan says his four-person staff oversees policy matters and a lot of paperwork, but the

actual renting, supervision and maintenance are handled by Right of Way property agents in Metro and the five Highway Division region offices. Flanagan says that the property maintained under his unit can be generally categorized as what is left over outside of highway right of ways and state park boundaries.

The bulk of the buildings are in, as yet, unused freeway corridors such as I-505 in Portland and I-305 in Salem, although several industrial buildings on long-term leases are located underneath approaches to existing bridges.

There's also the large chunk of southeast Portland that was once designated as the Mt. Hood Freeway corridor. This property is slowly being disposed of through auctions.

Does the department own any buildings used for "unusual" purposes? Flanagan doesn't think so, but he does remember acquiring a house of prostitution several years ago. "We didn't rent it back to the former tenants," he says.

Flanagan is hard pressed to put an exact dollar value on his unit's ever changing real estate empire, but he estimates that it is currently worth "about \$20 to \$30 million."

Transportation Commission policy dictates that the department get "market rent" from private parties, although other governmental units may negotiate a lower rate.

Property Management Unit also monitors and inspects junkyards and auto wreckers for conformance with highway beautification legislation, serves as clearinghouse for requests for changes in levels of access to controlled access sections of state highways, and handles about 30 buildings leased by ODOT for office use.

Examples of the latter are the Executive House and Front Street offices in Salem, various resident engineer offices around the state and temporary quarters in the field for environmental units. Flanagan's unit also evaluates market rental rates and inspects houses leased for maintenance workers in remote areas.



When property is sold, the Property Management Unit's responsibility ends. Neil Flanagan, center, with Gary Knowlton, METRO property agent, and Lou Schwab, Region 2 appraiser, during a recent auction.



Jerry Robertson is VIA's inquiring photographer. He selects his own subjects. VIA's editors frame the question of the month. Answers are edited only for length.

CANDID COMMENTS

What do you think of the 55 miles per hour speed limit?



ADOLPH DOWDY, HWY
Supervisor, Tillamook

It's the best thing that ever happened. It cuts down accidents, and those that do occur are not as often fatal. Of course, the working man is slowed down and sometimes people get away with too much.



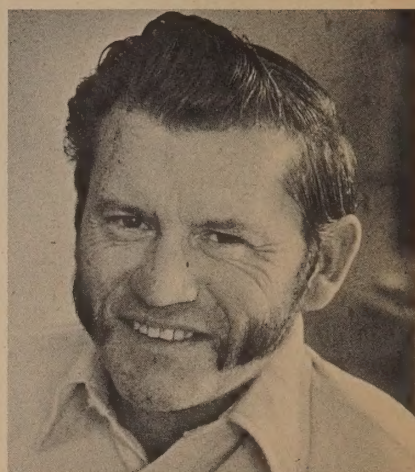
ERNIE MORAN, HWY
Supervisor, Silver Lake station

It's a good speed law, I think it's working, it saves lives and fuel. It's been enforced enough, considering the number of troopers available, especially out in the boondocks.



PETER NUNNENKAMP, DMV
Asst. regional supervisor, Tualatin

I think it's great.



VERN NEISWANGER, HWY
Assistant Region Engineer, Medford

It would be okay if it was enforced more. It helps cut down accidents, but I'm not convinced whether it conserves fuel.



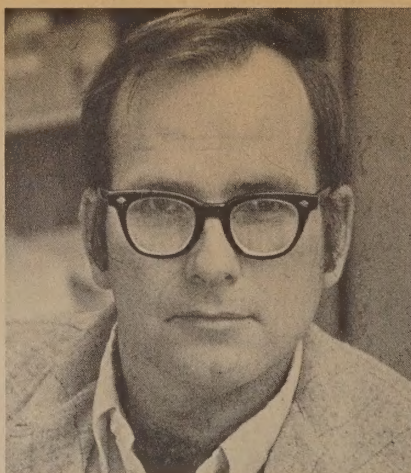
JACQUELINE GREEN, HWY
Office manager, The Dalles

It's a good way to keep traffic at a reasonable speed, especially on the interstate highways. If it were set higher, people, being people, would only exceed that speed, too.



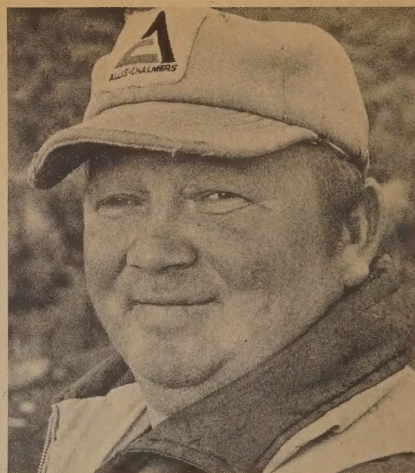
ELVIN BROCK, HWY
HMW 3, Alkali Lake

It saves lives and energy. The only problem is that it isn't enforced enough.



HAL BAIRD, HWY
HE 2, Milwaukie

It's a good idea. You get better gas mileage, it decreases wear and tear on nerves and vehicles, it's more relaxing, safer, and economic. However, it isn't enforced enough, but I think Oregon does a better job than most western states.

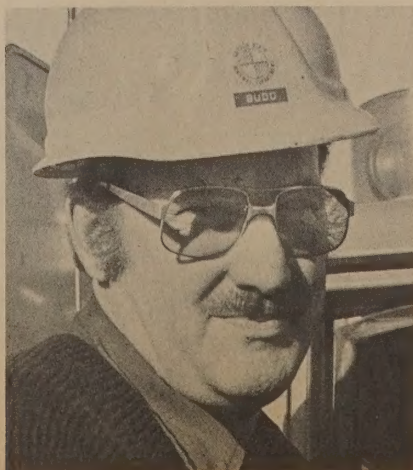


KEN WARRINGTON, HWY
HE 1, Burns

I think it's a good law, along with saving on gas. It has been proven to immensely cut down traffic fatalities.

DON BUDD, HWY
Supervisor, Government Camp

It's a good idea. It saves gas and lives.



LARRY MCNAB, METRO
Admin. services manager, Portland

It saves gas, but there are exceptions. It promotes safety, which is backed by our statistics on auto injuries and fatalities. It's enforced as rigidly as can be expected within police budget limits, but I would like to see more enforcement.

'Hazardous' course planned for workers

There are thousands of chemicals transported daily on Oregon's highways. If spilled some of them can quietly seep through the soles of a maintenance worker's shoes or clothes, into his skin, and kill him within hours.

In fact, several Newberg maintenance employees got free shoes from the department about two years ago, after stepping, unaware, in or near a toxic chemical spill from a can that bounced out of a farm truck and onto the highway. Luckily, no one was harmed, and their shoes were quickly buried. What to do when a hazardous spill occurs is the topic of a new class for Highway Division employees offered by the Employee Development Section. Chuck Williamson and Dick Young, both of Region 2, are developing the course which begins Nov. 7 for Region 2.

All maintenance employees will have taken the class by next spring, they hope. Lionel Trommlitz (safety

representative) and Floyd Lacey (traffic services engineer) will be teaching most of the classes. District engineers, foremen and office crews will take a day-long class; maintenance workers will take a three-hour class.

Employees will be given wallet cards identifying the types of hazardous material placards that truckers are required to display if they transport such materials. The cards also tell employees who to call when a spill occurs.

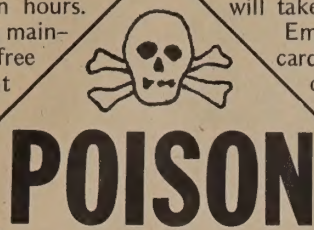
"We started planning the class even before that bad truck accident and spill happened near Eugene a few months ago," Williamson said. Chemical experts were flown in to the accident site to identify the chemical before letting anyone near

it to remove the body of the driver who died during the accident.

"Two dangerous spills in Newberg alerted us to the need for education," Williamson said, "along with the fact that there are 50,000 kinds of chemicals transported each day in the country. It's a growing danger our crews need to be prepared for."

Does a maintenance worker have the authority to stop all through traffic in case of a highly toxic spill, Williamson was asked.

"We're not exactly sure legally what can be done, but we're working on a policy to clearly state what employees can do when they think lives are in danger if cars approach a spill," he said.



6

POISON inset: one of the placards on the wallet cards designed to alert employees to hazardous materials.



Gene Kinney, right, gets letter from Gov. Straub delivered by Fred Klaboe.

Photographer Kinney is feted after 700 'birds eye views'

Gene Kinney's last five aerial photography flights have been the "usual routine." The excitement has died down.

But six flights ago, on Sept. 29, the photographer saw ODOT Chief of Operations Fred Klaboe as he stepped out of the plane and "thought he knew why."

Kinney had just completed his 700th flight in about 26 years. Klaboe presented him with a letter from Gov. Bob Straub, congratulating him on a "remarkable achievement."

Kinney thought something was planned, after over-hearing the "buzzing" around his office in the

Transportation Building the day before, but getting a letter from the governor was "a little bit out of the ordinary," he said.

Kinney started work in the travel section of the Highway Department in 1949. Since 1952, he has aimed his camera over floods, construction projects, majestic views and coastal landslides.

One of his current projects is to periodically photograph construction progress on I-205 and the Jackson Bridge over the Columbia River.

He intends to shoot his 800th photo mission for the state, and then retire in two years.

New federal official visits

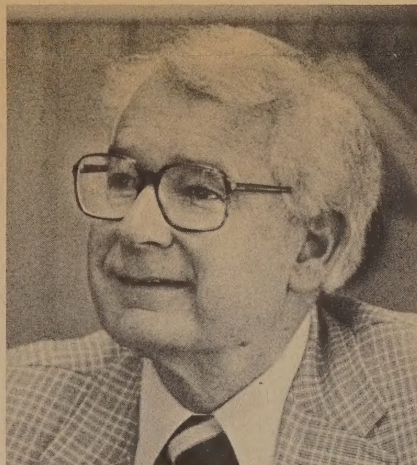
The new regional representative for the USDOT visited Oregon last month to talk with ODOT officials and visit transportation facilities.

Aubrey Davis, recently appointed by Secretary of Transportation Brock Adams, heard reports from Dennis Moore, Public Transit administrator; Paul Burket, Aeronautics administrator; Scott Coulter, Highway Division administrator; Skip Grover, DMV administrator, and other staff members, on programs and current issues facing each division.

According to ODOT Director Bob Burco, Davis will be taking a stronger role as the northwestern states' liaison

with federal transportation officials. The position had been vacant since the Ford Administration.

Davis, 60, has been active in numerous transportation advisory committees in Washington, where he lives, in Mercer Island with his wife and four children. He is president of Caco Western, Inc., a manufacturer of Chemical rubber coatings for the construction industry.



Aubrey Davis

Two men die

Two Highway Division employees died last month: John Weeks, assistant section foreman at Seneca, and Walter Ramsey, highway maintenance worker in Bend.

Weeks, 60, died Oct. 26 from a heart attack. He had worked for the division since 1946. Ramsey, 56, worked in Klamath Falls from 1950 to 1973, when he was transferred to Bend.

Most editors support registration increase

Editorial comment on Measure 3, the vehicle registration increase, has generally been favorable.

Salem's *Capital Journal* said, "Oregonians have rejected gasoline tax increases in the past despite the clear evidence that the state's highways are crumbling from lack of maintenance. And we doubt there is much enthusiasm for No. 3."

"But we believe No. 3 is essential if the state's highway system is to be saved."

The *Daily Astorian* said, "The increased registration fee would be asked of persons who use the highways for maintenance and construction of highways. With the increase, they would be paying less than residents of most states. The effect of inflation upon the state highway system requires this additional funding."

Portland's *Oregonian* didn't see the measure in the same light. It called the registration fee a bargain, and wanted to keep it so. It said, "The Oregon vehicular registration tax is one of the few bargains still around these days and the voters ought to preserve it by defeating Ballot Measure 3."

"Oregon has enjoyed one of the

lowest vehicle license registration rates in the nation, . . . , a device instituted in order to enforce vehicle clean air inspections in the Portland area.

Portland's *Oregon Journal* adopted the opposite approach. It said, "If this truly is the autumn of the taxpayers' discontent, it may seem an inappropriate time to suggest any form of increased governmental revenue."

"Yet it takes little travel around the

streets and roads of Oregon and its communities to recognize that the highway fund is not keeping pace with its mission."

Eugene's *Register-Guard* in its support attacked the *Oregonian's* stand. It said, "The Portland paper admits that it supported an unsuccessful two-cent gas tax increase proposal last May, 'believing that it was badly needed to improve Oregon's highways.' But now,

the *Oregonian* condemns the motor vehicle registration fee increase, saying that its passage 'might well give voters the feeling that they had done something substantial to help the highway situation, thereby making it harder to get extra gas and weight-mile funds.'

"To us, that's the same as saying that half a loaf really isn't better than none. Worse, it is penny-wise, pound-foolish thinking that completely ignores what is happening to Oregon's highways."

The *Corvallis Gazette-Times* was a staunch supporter saying, "Measure 3 deserves a yes. Many of the state's highways are in sorry condition. Without more money in the Highway Division's coffers, they'll get worse before they get better."

The *East Oregonian*, Pendleton, said, "A vote in favor of Ballot Measure No. 3 is a vote to help keep Oregon's roads in good shape. It's that simple, and the measure merits strong support."

"No one likes to shell out extra money for anything, but the alternatives to passage of Measure 3 are worse--continued deterioration of Oregon's roads or higher repair bills in the future."

Measure 3 explained

If voters approve Measure 3 on the Nov. 7 general election ballot, about \$22 million a year will be added to Highway, DMV, and local government budgets.

Measure 3 is a referral of legislation that increased vehicle license fees and weight-mile rates. It would increase auto and non-commercial truck registration fees from \$10 to \$20 a year. Commercial truck weight-mile rates would increase an average of eight percent.

Persons over the age of 65 could register one vehicle for \$12.50 annually.

Oregon's present car license fee has remained unchanged for three decades. The 1949 Legislature raised the fee from \$5 to \$10.

About \$14.2 million of Measure 3's revenue will go to the Highway Division; \$1 million will go to the DMV; \$4.1 million will go to county road budgets and \$2.5 million will go to city street budgets.

Oregon has the second lowest annual auto ownership fees in the nation. The lowest fee, \$6.25, is in Louisiana. The national average is \$49.43. (see chart below).

On the job with John Sheldrake

By Shannon Priem Allen

When John Sheldrake climbed the South Sister in 1976, he worked his way slowly but steadily to the top.

"I scrambled my way up," recalls his colleague and climbing partner Carl Williams. "But John, he just chugged along, reliably steady all the way."

Sheldrake, 40, has been climbing through the career ranks in similar fashion. Starting in 1959 as a civil engineer (CE 1), he is now maintenance operations engineer in Salem. Someday, "I wouldn't mind being state highway engineer," he says, "but I'm content where I am now."

Tall and rugged-looking, Sheldrake resembles the "all-American" boy grown up: Thinning blond hair with a trace of curl, friendly blue eyes and a big smile.

He chooses his words carefully when asked about himself, holding a pipe worn down on one edge from pounding it against boot heels and curbs. Without the pipe, fellow workers "wouldn't recognize me," he jokes. (And they'll say the pipe seems permanently lodged between his teeth.)

A sample of his sense of fun and dry wit looms above his desk in a long wooden sign that reads: *Illegitimus noncarborundum* (Don't let the bastards wear you down).

A unique, valuable spot

Sheldrake shares the chief assistant position under Maintenance Engineer Bob Schroeder with John Bond, services manager. He sees himself as a liaison among all levels of the maintenance force.

"I'm in a unique and valuable position," he says. "I work with everyone from maintenance workers, district and region engineers, and staff people in Salem."

His job includes helping administer division policy, and "assuring the uniform application of maintenance standards throughout the state," he says. In other words, he makes sure the job gets done right.

But he's careful to point out that "Nobody knows better what he's supposed to do, and how to do it, than the maintenance worker himself."

He adds, "You know, I think that's the only real motto I have. I'm no whip-cracker. I respect the expertise I see in the field."

Sheldrake sees himself as a "connecting agent" for the regions. "I like working with people, and I think we could use more brainstorming among the regions to spread around new ideas and methods. My goal is to visit each region once a quarter."

In Salem, Sheldrake's recent duties have been helping to draft the Highway Division's reduced level budget. He has also taken over as ODOT chief advisor to the Winter Recreation Advisory Committee, and supervises the Highway Division's share of the Timber Management Program. Formerly under Right of Way, the program is now shared by Highway Maintenance and the Parks Branch.

Sheldrake also spent one year as Region 2 engineer, as part of ODOT's job rotation program. The experience was "great, but should have lasted two years," he says. "It helped me understand project implementation better, the ODOT Action Plan, and regional politics. I also really enjoyed the people."

Down to earth

Sheldrake's ability to work with people, along with "down to earth logic" is the reason he's risen from a CE 1 to a top maintenance level, according to friends and former bosses.

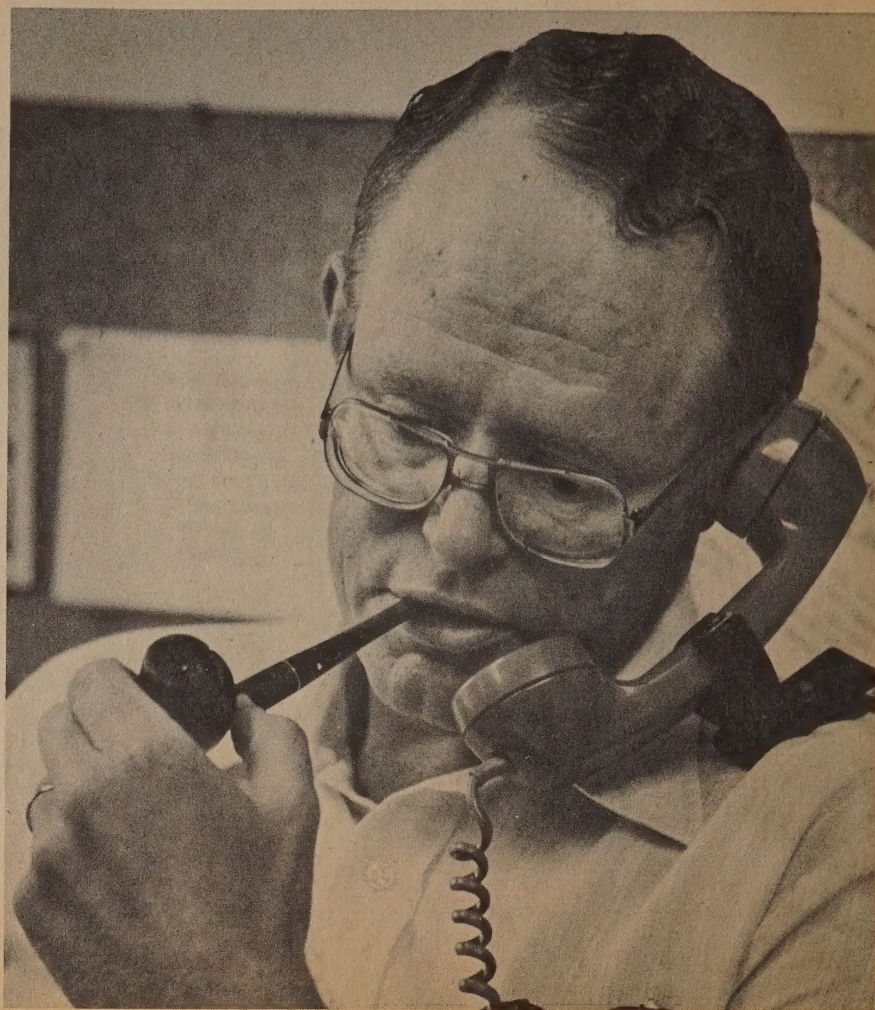
After graduating from Oregon State University in 1959, he worked five years in The Dalles. From 1964-66, he worked as an assistant resident engineer in Roseburg. Then he was assistant district maintenance engineer in Eugene for two years. From 1968-70 he was maintenance office engineer in Salem. The next two years he was district engineer in Milwaukie and from 1972-74, he was region maintenance engineer in Roseburg.

"We lean on him"

"John's the guy who works quietly, never in the spotlight and gets things done," says Ed Hunter, Technical Services Engineer. "That's why I hired him into the maintenance office."

"He has a good, solid effect on people," says Carl Williams, former Region 4 engineer now with the Construction Branch. "We tend to lean on him. He has a placid exterior, never gets riled. And nervous people like me respect that sort of thing," he adds with a laugh.

How does Sheldrake view his move



Sheldrake: "I see myself as a connecting agent."

through the maintenance ranks?

"I guess I like getting my hands dirty," he says, "rather than designing things in an office. By getting my hands dirty, I mean getting out in the field and working with all ranks of people."

Home and family, first

If he had a choice, Sheldrake would like to be characterized as "a good family man first," he says. He enjoys spending time with his wife Barbara and three sons, ages 10, 13 and 16.

"I'm also a sometime mountain climber and skier," he adds "and have recently begun a family genealogy."

Sheldrake is also noted as a "train nut." His office walls are decorated by photos he's taken of old steam engines and other trains.

What does he consider the main challenge of his job? He thinks for a moment.

"It's a challenge to accomplish our tasks in light of a complicated organization," he says, "especially being able to distribute limited resources as intelligently as possible."

"That's almost insurmountable. But everybody faces that problem in ODOT, and I have faith the commission will help us get the job done."

What about employee moral? Another pause. "Generally, our guys get discouraged because of the declining fund situation. It's hard to see the roads in your own area deteriorate. But we're all glad there is a growing commitment in the department to the basic maintenance programs."

Retirees Let Us Know What's Happening

Remodeling

Frank Steenhout, 48841 Santiam Hwy., Cascadia, 97329. Retired 1975.

Frank has remodeled a four-bedroom home since he retired. "Although I haven't taken any long trips, I have traveled a lot in Oregon and have hunted in Eastern Oregon and fished in Eastern and Western Oregon."

Still hanging on

Raymond M. White, 402 West 11th St., Minneapolis, Kansas, 67467. Retired 1965.

Raymond's hearing isn't very good these days, and he has "trouble getting around", but generally he's in good spirits. "About all I do is watch TV," he writes.

A new life

May Short Rowe, 4915 Swegle Rd. NE 26, Salem, 97301. Retired, 1975.

May sold her property and moved into a mobile home court. "Then I started traveling, camping and fishing," she writes.

Her husband, Claude, died after a lengthy illness in March, 1977. She

married Lester Rowe last March.

Here is her "travel list": Canadian Rockies, Jasper, Banff, Calgary, Montana, Nevada, Washington, Alaska, Hawaii, Japan, Taiwan, Thailand, Australia, New Zealand, Tahiti, Fiji Islands, China.

"We both like fishing, traveling and dancing," May writes, "we have so many interests in common and enjoy being together." They have logged over 9,300 miles by motor home, train, plane and ferry. They especially enjoyed traveling through Alaska.

This winter they plan to spend some time in southern California and Arizona.

Keeping two homes

Frank P. Lauinger, 26364 S. Bolland Rd., Canby, 97013. Retired 1977.

Just after retiring, the Lauingers traveled to California, Arizona, New Mexico, Texas and Mexico. Three months later they visited Reno, King's Canyon, and Yosemite.

"We maintain two homes, one in Canby and one in LaPine," Frank writes. "When fishing season opens, you will find us fishing. We come to Canby long enough to mow the lawn and back

again. Even as I write, we are ready to leave for LaPine for deer hunting." They plan to head South again after the Christmas holidays.

"Retirement is the greatest," he adds. "It is hard to believe almost a year has passed."

Spreading cheer

Harold Allen, 4071 Glendale Ave. NE, Salem, 97303. Retired 1975.

"Retirement is not a dirty word to

me," says Harold, who used to work in the Traffic Engineering Section. He and his wife are active in the Trinity United Methodist Church. They also are volunteer drivers for Red Cross, and visit patients in nursing homes.

They have traveled to California and enjoy working on their home. Harold helps his wife Carol with the housekeeping. "I've had my hand on the vacuum cleaner more now than ever before," he says.

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